

investigate these felonies,” Harvey said. “And shall is that obligatory word that we don’t like.”

However, agencies should remember that schools don’t like to report either, because they don’t want their school to gain the reputation associated with multiple-reported student felonies. But, unless a school lets it be known that they have felonies, nothing can be done to get them the resources and help they need.

“So, if a school is making a report, they don’t want to, which tells me that they are at their wits end, and they are asking for some assistance,” Harvey said. “We are required by law to assist them and to investigate the felony.”

When school administrators and law enforcement work hand in hand to tackle bullying issues in the schools, and when they engage the student body, reinforcing each students’ responsibility to stand in the gap for victims, together they can go a long way in changing the overall climate of their school. COPS suggests that a police officer’s knowledge of and interest in the problem may serve to convince a principal to invest the time and energy to collaboratively and comprehensively tackle the issue. This type of comprehensive approach has proved successful in numerous states and countries, resulting in an average of a 20 to 30 percent reduction in bullying.

Dr. Florell agrees that comprehensive, school-wide efforts are effective. By changing the school climate and behavior norms, schools will see a reduction in bullying, he said.

Changing the old dynamic, educating parents and teachers and holding them accountable for what they are instilling in their kids is our best area of prevention, Harvey said.

“It only took a few years of cleaning up messes before that really got old and that’s when I got into the prevention end,” Harvey said. “Trying to prevent tragedy, there’s no glory in that. You don’t get to roll in with lights and sirens blazing and save the day, but you save days to come when you focus on prevention. If we are not preventing, then all we are doing is cleaning up — but in the cleanup, people are hurt.

“As long as there are people being ignored and hurt,” he continued, “then teaching prevention is what I’ll do.” 🍌

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10 Signs You’re Being Bullied at Work*

Though not as common or as publicized as school bullying, workplace bullying does exist. Studies show that often individuals who are bullies as children and teenagers will go on to bully as adults, both at work and even in their own homes, in the form of domestic violence.

1) Work Means Misery

If you often feel like throwing up or are particularly anxious the night before the start of your workweek, there’s a good chance you’re experiencing workplace bullying, experts say. While few people look forward to Mondays, they shouldn’t cause you to feel physically ill.

2) Constant Criticism

If the criticism from your boss or co-worker never seems to stop, despite your history of objective competence and even excellence, a bully might be to blame. Workplace bullies also tend to have a different standard in mind for their targets, experts say.

3) Lots of Yelling

Overt workplace bullies tend to make their feelings known by yelling. If you are frequently screamed at, insulted or humiliated in front of others, you’re probably being bullied.

4) Remembering Your Mistakes

If your boss or co-worker seems to keep a file of your mistakes and constantly refers to them for no constructive reason, you’re likely being bullied. Falsely accusing you of errors is another common tactic.

5) Gossip and Lies

A covert office bully is more likely to spread destructive gossip and lies about you and your performance, rather than scream at you in front of your co-workers. Failing to stop the spread of a rumor can be an act of bullying, too.

6) You’re Not Invited to Lunch or Meetings

If you feel like you’re being singled out and/or isolated by your co-workers or boss, socially or physically, you are probably being bullied, experts say. That can mean having your desk moved or not being invited to meetings or even lunch.

7) You Always Need Mental Health Days

If it seems like all of your paid time off is being used for mental health breaks to get away from the misery of your office, it could be because you’re being bullied. Other signs include spending your days off feeling lifeless or your family members showing frustration over your constant obsessing about work.

8) Sabotage

A workplace bully may try to find ways to ensure that you fail at your job. Examples include changing rules on the fly that apply to your work or not performing tasks crucial to your success, such as signing off on details or taking calls.

9) Impossible Schedule

A workplace bully won’t hesitate to change your schedule to make your life more difficult. If your boss always schedules last-minute late meetings on the days when he knows you’re taking night classes or you have to pick up the kids, for instance, he or she may be a bully.

10) Stolen Work

You’ve been working day and night for weeks on a project that’s now getting good buzz at your office. If your boss or co-worker steals the credit, and has a habit of doing so, you’re being bullied.

* Taken from *Forbes.com*, March 24, 2008 ■